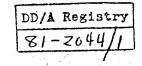
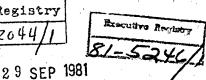
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MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM:

Maurice Lipton Comptroller

SUBJECT:

Increased Recruitment Requirements

REFERENCE:

for 1983

Memorandum for DDCI from D/Personnel, dated 24 September 1981,

Subject: Resource Requirement for Increased Agency Recruitment

1. The Reference (attached) is responsive to the 22 June EXCOM Meeting on recruitment during which we were tasked to produce a paper refining the resource shortfall for recruitment activities.

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2. We have spent a lot of time with Jim Glerum and his staff in an effort to cut back the estimated shortfall (which accounts in part for the delay in getting the paper to you). I am still not comfortable with OP's estimate of the additional staff needed (a total of in Personnel, for Medical) or with the additional funds required in Security, and in addition to the costs of the increased staff). (up to However, Jim stands by his estimate and maintains that the additional people new positions for 1982 and funds are needed if he is to staff the and to begin recruiting in late 1982 for the further increase programmed new positions at the high guidance level).

25X1 25X1

3. As an aside, but related to the OP request, you should be aware that we are already faced with a number of known, unfunded requirements in 1982 25X1 for overseas pay, at least (e.g.<u>.</u> These needs, 25X1 ror cargo shipments up to not to mention numerous other requirements of lesser amounts, along with the recruitment requirement, can only be met at the expense of other previously  $\frac{25X}{2}$ budgeted activities. We can ill afford to slack off on our recruitment efforts--filling our new 1982 positions must be given high priority. But, given our other needs, I am reluctant to provide all the resources requested up front. (S)

4. As I see it, and in the absence of supplemental funding from external sources, which appears unlikely for this purpose, we have several options:

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a.	Approve	the	recommendation	as	presented.

<b>. h</b> .	Approve a	lesser number of	people-sav	and	l up to	25X1
7,8		lower range of t				25X1

c. Deny the requested overstrength but commit minimum additional invitee travel funding, and direct Personnel, Security, and Medical to do the best they can with their currently authorized 1982 staff.

In my view, it would be ill advised to place at risk our ability to increase our staff in 1982 to a level approaching that authorized. If we are unable to staff our new 1982 positions, we may jeopardize our chances of a further increase in 1983. I recommend you approve b. above with the balance of the funds later in the year if they are needed. (S)

Maurice Lipton

Attachment:
As Stated

cc: D/Personnel

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			VinVille,	A 4 0FD 1001	•	
				2 4 SEP 1981		Recuire Registry
						81-5241
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MEMO	ORANDUM FOR:	Deputy Di	rector of Cent	ral Intelligence		81-2
THR	OUGH :	Comptrol1	er			
FROI	м :	James N. ( Director (	Glerum of Personnel			
SUB	JECT :	Resource Recruitmen		r Increased Agen	<b>cy</b>	
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## SECRET

OP positions dedicated to recruitment and processing:

OP shortfalls in non-personal services are as follows:  1982 1982 1981 Need 1982 Shortfall 1983 Estimate Low High Budget Low High Program  Advertising  Invitee Travel Recruiter Travel & Misc Exp  The estimated shortfall of funds for FY82 is based on the hiring cost of new employees for FY81 against the increased recruitment for FY82. The lower estimated cost for invitee travel and recruiter travel is based on a possible reduction in applicant travel resulting from improved up-front screening plus a 30% savings in air travel to be achieved by using new low rates available between certain cities. (S)  4. Office of Medical Services  In order to meet the additional psychological testing and psychiatric evaluation requirements, OMS expects that it will need to exceed ceiling by in FY82 pending approval of their FY83 enhancement. When the increased requirements are met, OMS plans to retain positions on a permanent basis in order to provide future support for Validation Assessment studies and for DDO operations.  OMS positions dedicated to applicant processing:  1981 Current 1982 1983 1983 Authorized Staffing Needed Program Needed	1981 Authorized	Current Staffing	1982 Needed	1983 Program	1983 Needed	
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Authorized Staffing Needed Program Needed	OMS posit	ions dedicated t	o applicant pr	ocessing:		
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OMS shortfalls in non-personal services funds are as follows:

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date to enhance become shortcha	ment of thei	lr reinv er resou	estigative rce requi	e program that cements.		ally
1981 Authorized	Current Staffing		1982 Needed	1983 Program	1983 Needed	
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Investigator Travel (S)	,		,			25)
6. In sum Security requin to fulfill anti	e over-ceili	ing auth	ority and		inancial reso	urces U)
7. Recommaggregate over- the Comptroller build-up of Age	strength lev	els m funds	for FY8	that you appi 32 and that you for FY82		25: 25:
			· .			

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Approved For Release 2006/11/17 : CIA-RDP84B00890R000600090010-4 SECRET.

SUBJECT: Resource Requirement for Increased Agency

Recruitment

APPROVED:

Deputy Director of Central Intelligence

Date

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(22Sep81)

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